

TENNESSEE GENERAL ASSEMBLY  
FISCAL REVIEW COMMITTEE



**FISCAL NOTE**

**HB 1169 - SB 1387**

March 25, 2021

**SUMMARY OF BILL:** Adds paternity leave to the types of leave available to a person with a teacher's license under the state leave plan.

**ESTIMATED FISCAL IMPACT:**

**NOT SIGNIFICANT**

Assumptions:

- Tennessee Code Annotated § 49-5-702 identifies maternity leave as one of the types of leave available to teachers under the state leave plan and it does not offer paternity leave.
- Tennessee Code Annotated § 4-21-408 provides state employees who have been employed for at least 12 consecutive months as full-time employees with an organization of at least 100 employees, with leave from employment up to four months for adoption, pregnancy, childbirth and nursing an infant; each school district is authorized to determine whether the leave is with or without pay.
- Because current law does not describe the leave for childbirth as being paternity or maternity leave, it is assumed that the childbirth leave is available to both men and women.
- Including paternity leave as one of the available types of leave under the state leave plan does not affect current practice and will not affect the processes and procedures for school districts. Any local fiscal impact is estimated to be not significant.

**CERTIFICATION:**

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in black ink that reads "Krista Lee Carsner".

Krista Lee Carsner, Executive Director

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